



Career Certification Programs

Human Resources Symposium



Agenda

- Overview and Introduction of Panel
- Project Management Career Development Program (PMCDP)
- Industry Certification Programs
- Acquisition Career Development Program
 - Career Certification
 - Succession Planning
- Wrap Up/Conclusions



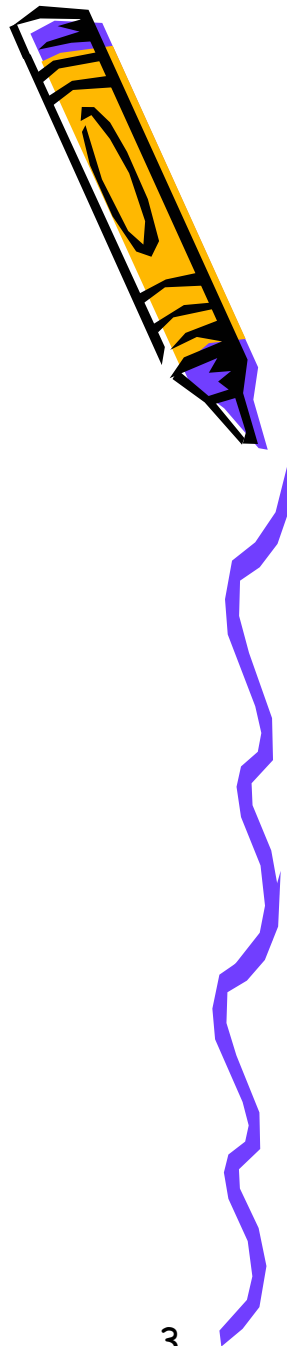
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Acquisition Career Development Program Agenda

- Vision & Mission
- The Why's
- The How's
- The What's
- Pros & Cons
- Do's & Don'ts
- Predictions
- Wrap up & Conclusions



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Acquisition Career Development Program

Leadership Through
Vision, Courage and Integrity

- Vision
 - To be a premier provider of career development and succession planning in the Government
- Mission
 - Provide a continuous stream of world-class leadership in DOE's Acquisition Community



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Acquisition Career Development Program

WHY?

- Defense Acquisition Workforce Improvement Act (DAWIA)
 - Enacted 1990
 - Required DOD to establish training and certification for "acquisition" workforce
 - Outgrowth of scandals
- Public Law 104-106
 - Enacted in 1996
 - Response to perception civilian agencies less competent
- Reality
 - Low hanging fruit



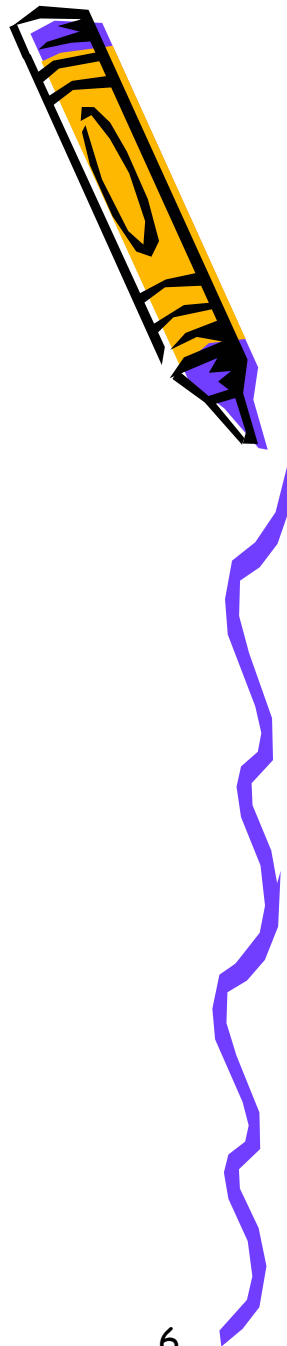
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Acquisition Career Development Program HOW?

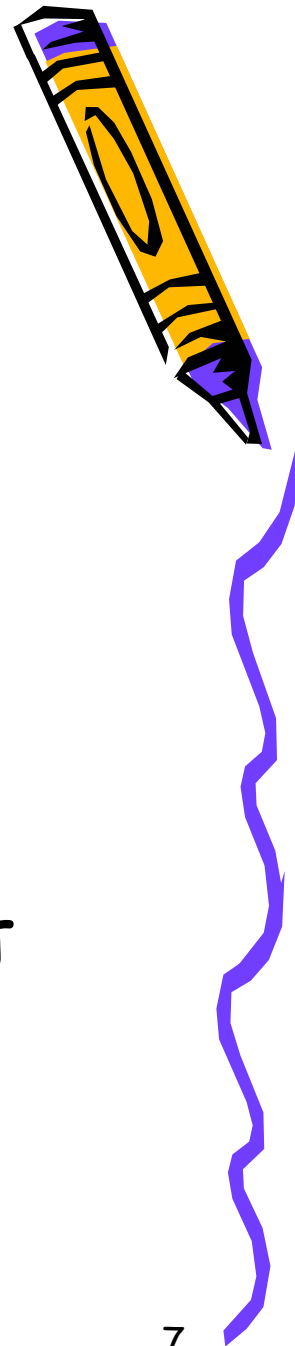
- Benchmarking
 - DOD
 - NASA
- 600-LB Gorilla
 - Marketability
 - Competitive
 - Addresses Perceptions
 - Credible program



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Acquisition Career Development Program WHAT?



Phase I

- Contracting & Purchasing
- Financial Assistance
 - Subset of 1102s
- Personal Property Management
 - Includes some 1102s

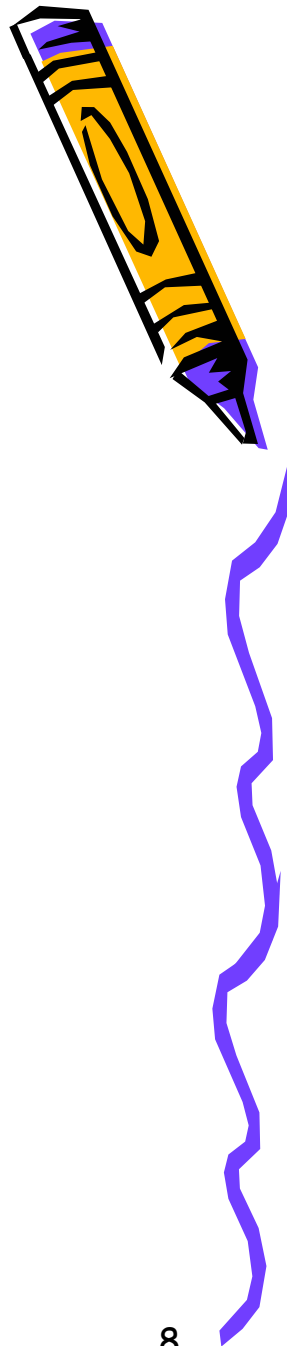


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Acquisition Career Development Program WHAT?

Contracting Certification

GS 5-7	Level I	CON 101
		CON 104
GS 9-12	Level II	CON 210
		CON 202
		CON 204
GS 13-15	Level III	CON 353
		Project Mgmt. Overview



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Acquisition Career Development Program WHAT?



Purchasing Certification

CON 101 - Fundamentals of Contracting

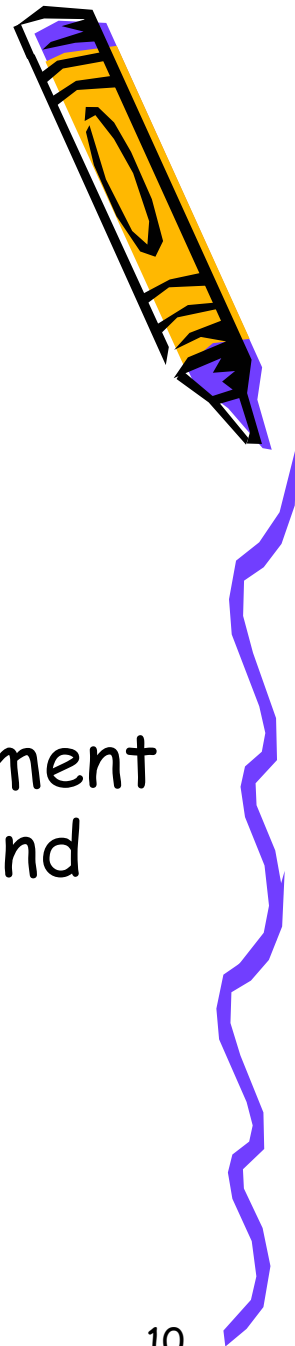
CON 202 - Intermediate Contracting

CON 210 - Government Contract Law



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Acquisition Career Development Program WHAT?



Financial Assistance

- Federal Financial Assistance
- Cost Principles - Office of Management and Budget Circulars A-21, A-122 and A-87
- Federal Funds Management



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Acquisition Career Development Program WHAT?



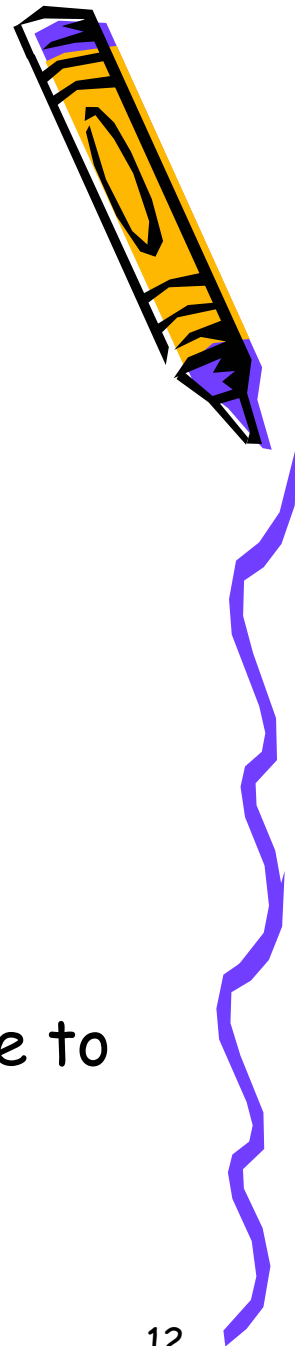
Personal Property Management Certification

GS 5-7	Level I	Contract Property Admin Fundamentals CON 101
GS 9-12	Level II	Intermediate Contract Property Admin CON 210 Contract Property Disposition Demilitarization
GS 13-15	Level III	Personal Property & Nonproliferation Contract Property Systems Analysis Contract Property Mgmt Seminar Advanced Government Property Mgmt



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Acquisition Career Development Program WHY?

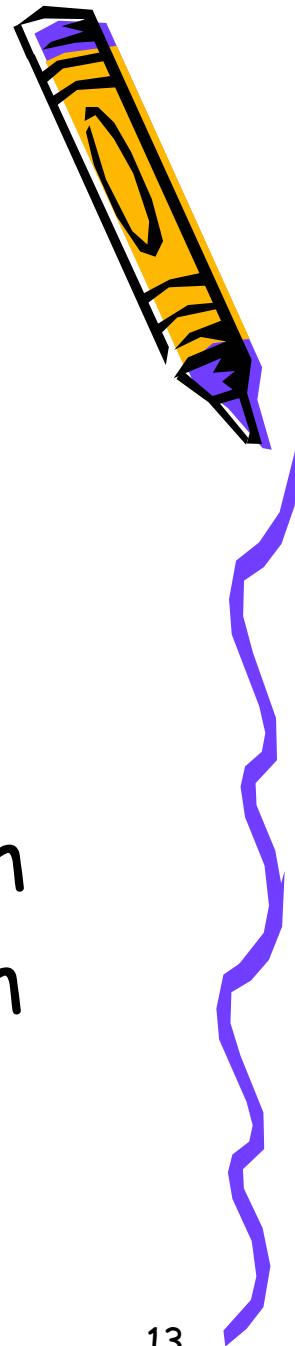


- Demographics - 1102s
 - 388 in DOE/NNSA
 - 64.7% GS 13-15
 - 4.1% between ages of 25 and 30
 - 42.4% over 50
- Leadership Crisis
 - 43.6%, or 169, of DOE/NNSA 1102s eligible to retire by 2008



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Acquisition Career Development Program WHAT?



Phase II ACD Program

- DOE Masters Program
- Top XX Program
- Inter-agency Rotation Program
- Intra-agency Rotation Program
- Executive Coaching

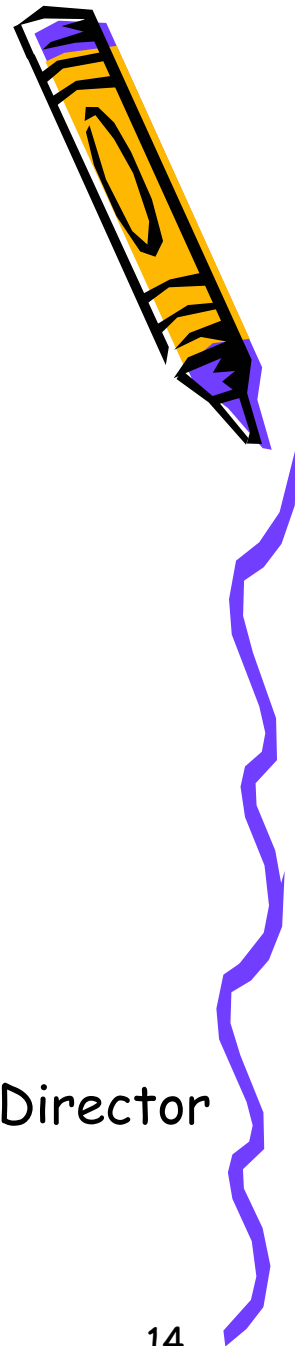


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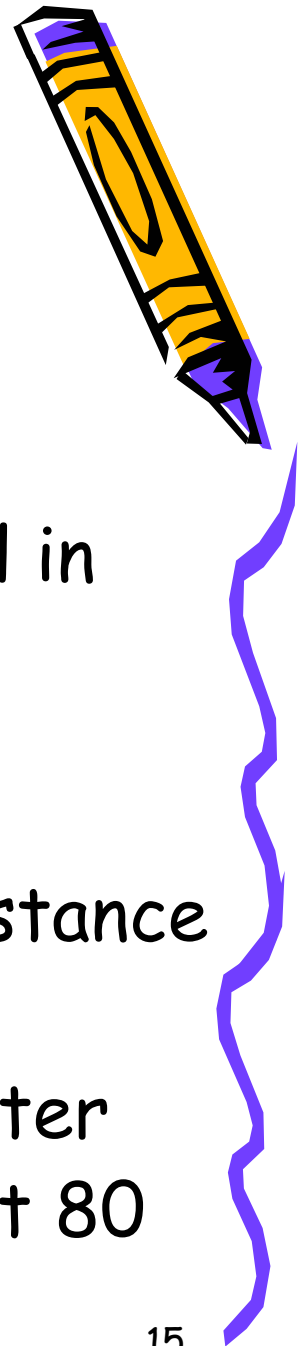
Acquisition Career Development Program

WHAT?

- DOE Masters Program
 - Rotation with Industry
 - Certificate in Supply Chain Management
- Top XX Program
 - Rotation with Industry
 - Leadership Development Program
- Inter-agency Rotation Program
 - Assignments at other agencies
- Intra-agency Rotation Program
 - Acting Procurement Executive, other Office Director
- Executive Coaching
 - Deep introspection combined with feedback



Acquisition Career Development Program Status

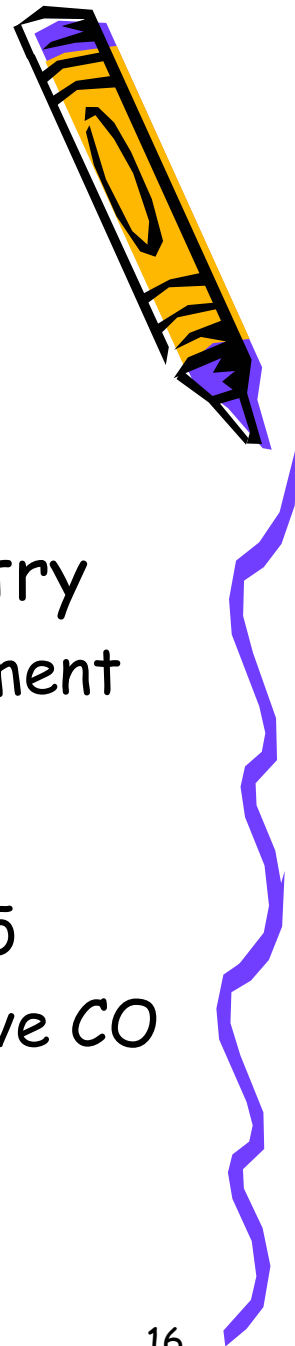


- Phase I - DOE/NNSA 1102s
 - 96.1% certified to required level in contracting
 - 89.1% meet continuous learning requirement
 - 75.3% certified in financial assistance
 - 83.2% meet OFPP Standards
 - 83.1% hold 4 year degree or better
 - 89.7% of COs certified and meet 80 hours of continuous learning



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Acquisition Career Development Program Status



- Phase II
 - 5 completed rotation with industry
 - Cris Van Horn selected as procurement director
 - Ron Cone promoted to GS-14 at CG
 - Loretta Parsons promoted to GS-15
 - Jeff Short selected for competitive CO position
 - Carol Elliott promoted to GS-14
 - 2 still in industry



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Acquisition Career Development Program

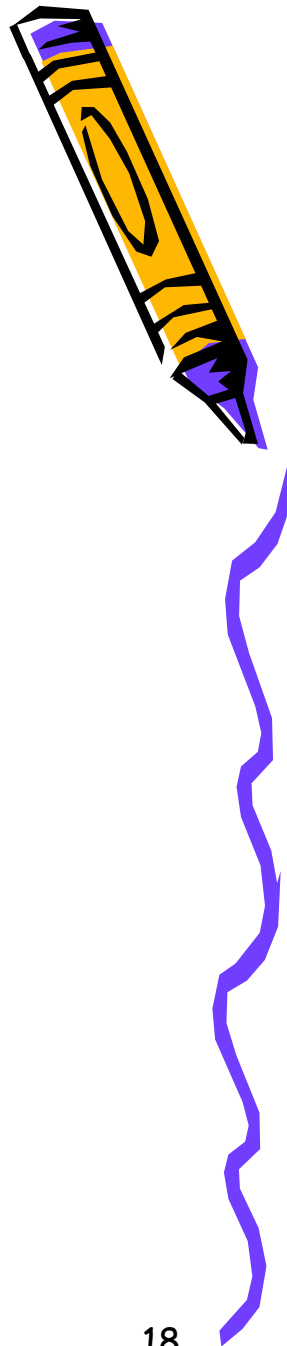
PROs and CONs CONs

- Inconsistency agency to agency
 - No interagency agreement on curriculum
- DOD Driver
 - Inaccessibility
 - Changes in curriculum
- Resources
 - Scarcity may adversely affect metrics
- Expectation of quantifiable ROI
 - Difficult, impossible



Acquisition Career Development Program PROs and CONs CONs

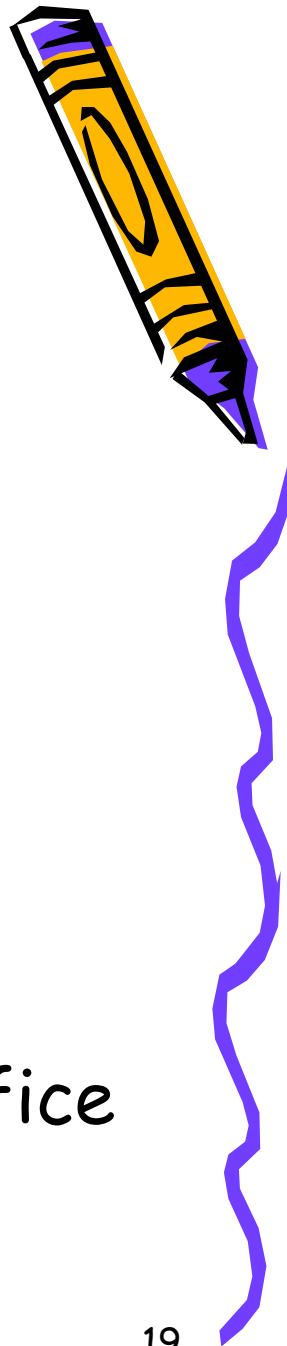
- Not a Panacea
 - Doesn't solve all the problems
- Training versus Development
 - There's a difference
- Sanctions
 - Removal of warrant



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Acquisition Career Development Program PROs and CONs PROs

- Respectability
 - On par with DOD
- Credible
 - DOD imprimatur
- Uniformity
 - Same requirements office to office



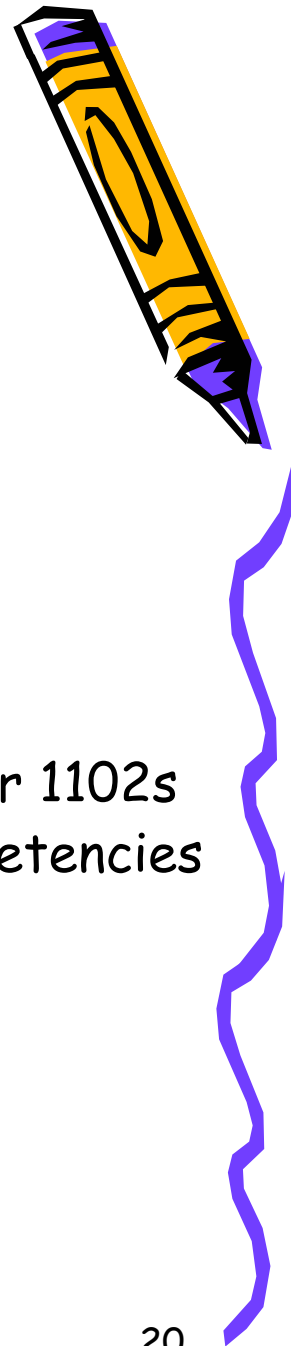
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Acquisition Career Development Program PROs and CONs PROs

- Establishes common body of knowledge
 - Starting point
- Competency-based
 - Phase I focuses 85 competencies required for 1102s
 - Phase II focuses on specific leadership competencies
- Reduces training costs
 - Eliminates duplication
- Improves marketability
 - Well-trained



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Acquisition Career Development Program

Do's and Don't's

Do:

- Communicate, communicate, communicate
- Engage stakeholders
- Find Champion
- Show results
- Capture/report metrics ALL THE TIME
- Maintain integrity, personal and programmatic
- Lead by example



Acquisition Career Development Program

Do's and Don't's

Don't:

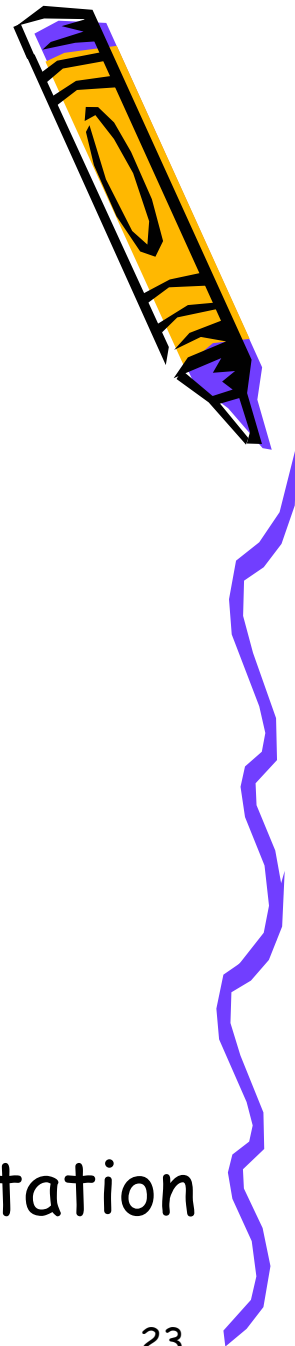
- Veer from vision
- Tarnish credibility by "dumbing down"
- Design around weaknesses
- Make it too difficult/complicated
- Add too many ornaments
- Give up EVER



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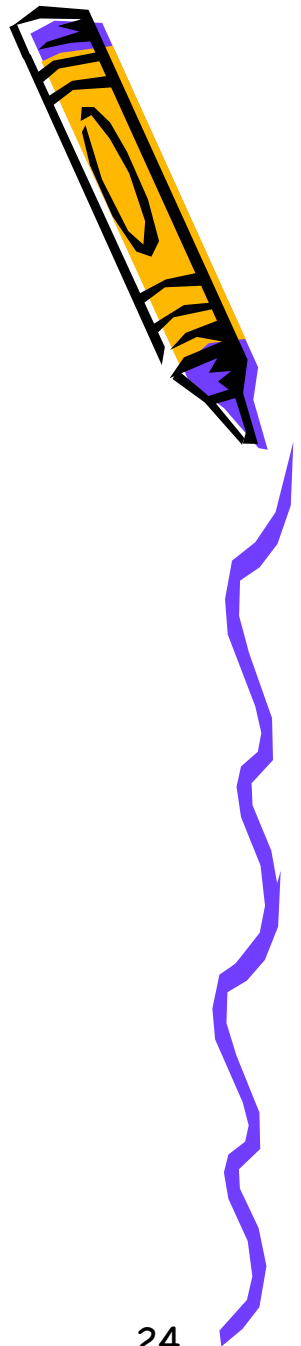
Acquisition Career Development Program Predictions



- Functional
 - Program Management
 - Financial Management
 - Contractor Human Resource Management
- Management
 - Supply Chain Management Orientation



WRAP UP/CONCLUSIONS



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